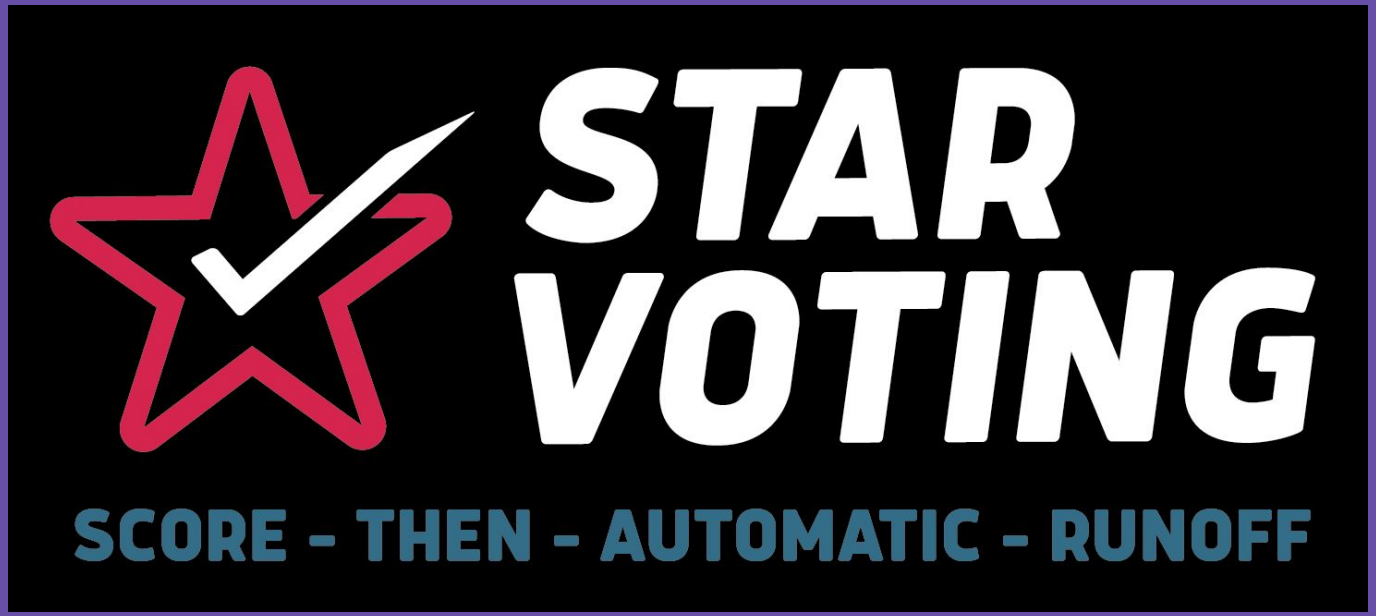
Holding Power Together

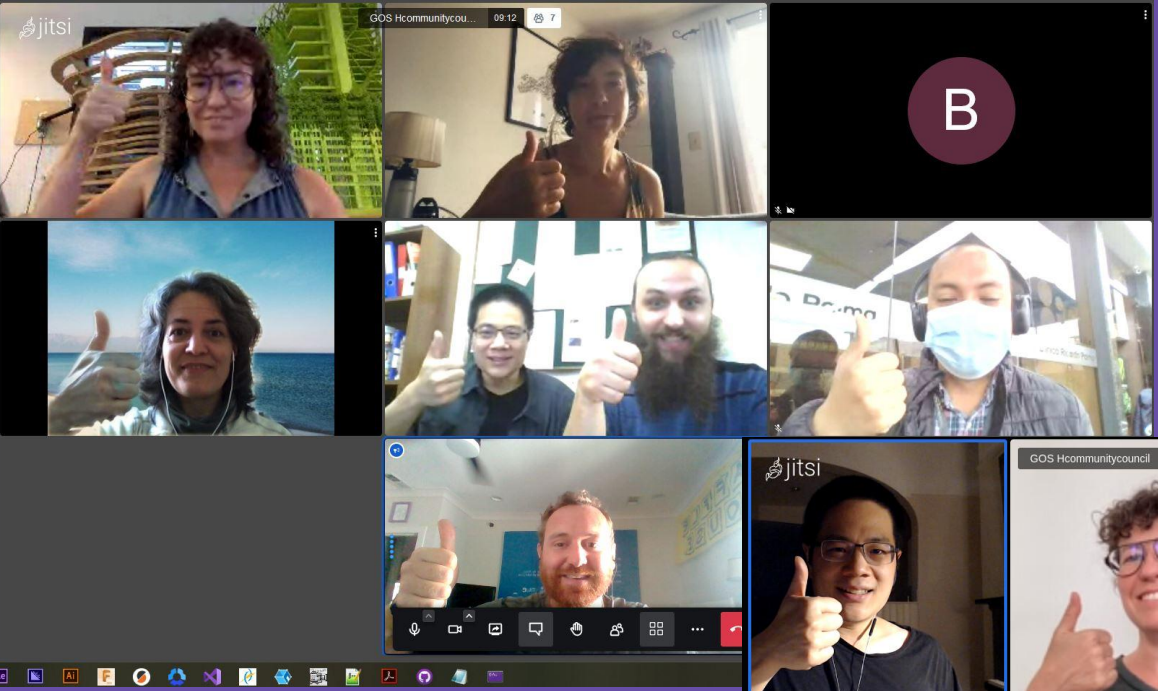
forum.openhardware.science

EUSurvey for registration

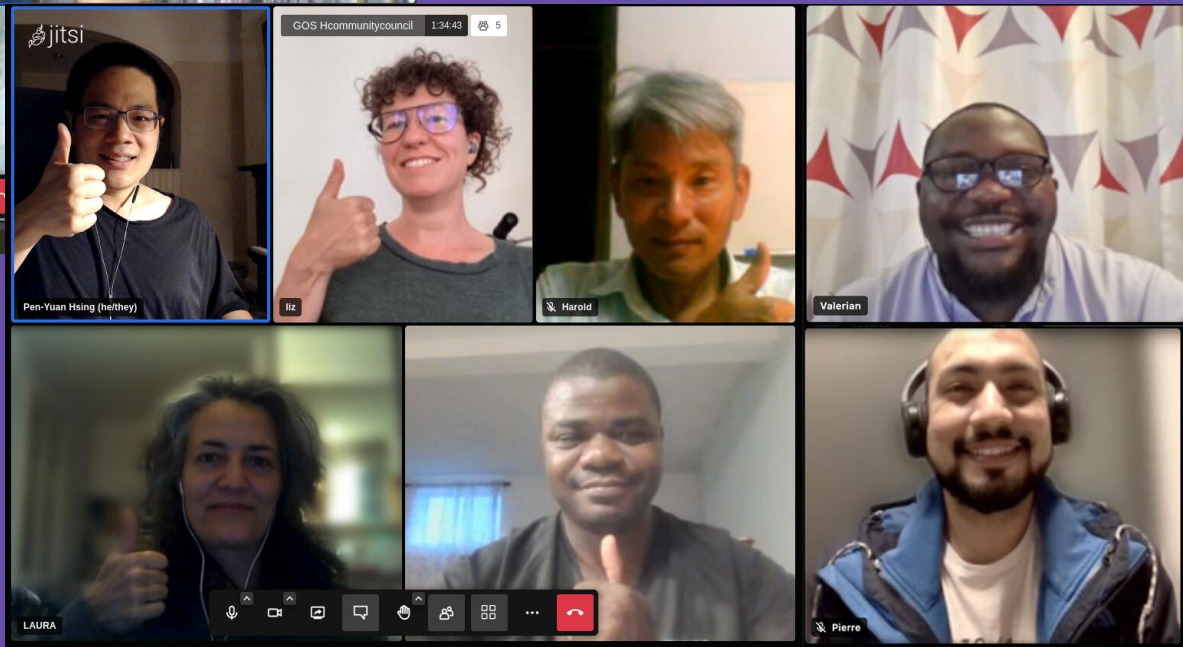


https://**starvoting.org**

Hello from the **GOSH Community Council**!



Year 1 ^



Year 2 →

GOSH
PANAMA 2022

GOSH COUNCIL
GOVERNANCE DOMAINS
Management (Finance):
Management (Historian):
Management (Cadmin):
Community Support:
Communications:
Gatherings/Events:
Roadmap:
Funding:
107

what we did

7 communication channels

4 languages

all continents (sans Antarctica)

election **autopsy** 2022

18 responses

7 in-depth conversations

gender

race

ethnicity

diversity criteria

profession

field/discipline

7 Councilmembers

4 Council-backed Working Groups publicly managed programs funded by GOSH Inc / OSHF

~40 Working Group members, advisors, reviewers, feedbackers

many people reached
As you just heard on the Roadmap progress~!)

pending challenges

43 voted...

62 registered voters

~250 email contacts

many forum members

RUTA DE EVACUACIÓN
GOSH
COUNCIL
Everything Election
Information Hub us
GOSH WITHIN?
GOSH IN THE WORLD

what we heard from
you this week

who is a GOSH member?

explain election to **newcomers**

are Councilmembers **paid**?

more decisions by **whole community**

conflicts of interest

Power exists.

It comes from each of us.

Let us shape the way we hold power together

I look away!
I need complete control!
Conflict!
Stagnant bureaucracy!
Endless talking!

20 people sat down at GOSH 2022 for a conversation with a councilmember—THANK YOU!

In addition to “**Everything Election**,”

GOSHers shared a lot about the ways they would like to **be & work together**

— including how they would like **information to flow**

The prompt:

“How have you previously experienced group decision-making?”

- Choosing a restaurant for 6 people to go to
- Scheduling game night among friends for DnD
- Using an issue thread on github to do project planning
- Student groups
- Project teams
- Hackerspaces
- Interest-based associations
- Co-housing
- Worker cooperatives
- Remote coordination of disaster response
- Distributed autonomous organizations
- Government agencies (inside and outside!)
- Multi-country membership networks
- Multi-country companies with 4 national HQs
- Voting (or trying to) in a actual political election

- “I prefer to be the “smart advisor” to those in power”
- “I prefer to be the one to make decisions FOR a group”
- “I didn’t notice that I was making decisions for a group”
- “After i experienced more, i changed my opinion”
- “No two people are the same, so there will be different levels of experience and wisdom in a group”
- “No group of people has the exact same values, which means they have different bases for making decisions”
    - Addressing this through education will take 90% of the time and still won’t be enough
- “When the money came in, that’s when the problems started”
- “The biggest voices can have the worst ideas”

Essential advice given by GOSHers for GOSH

- GOSHers need enough information to meaningfully participate in governing
- Processes should be always open (like gitlab issues) to feedback
- Newcomers should be explained about the Community Council & about the linked organizations supporting GOSH, so they can look ahead to becoming more involved

- Make GOSH safe for failure → failure has to be OK and include a path to redemption
  - Allow people to step up to decision-making and fail in smaller ways, so that they can learn how to manage more responsibility
  - Respond to conflict in the moment in a way that is not primitive and punitive
- Decision-making should include running scenarios, test ideas, assessing risk, and acting accordingly
- Build relationships between power structures and community because formal communication will never be enough

Thank you!

This will help the Council make the constitution.
Look for the draft constitution in the new year & give your feedback 🙏

Thank you to all Councilmembers in Year 1 & Year 2 Please come up!

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GOSH
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Everything Election
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Community Council Craft Table

GOSH
PANAMA 2022

Let’s craft our governance !

Community Council Craft Table

Tomorrow, Thursday:

Morning 10:00 - 12:00

Evening 18:00 - 20:00

Friday

Morning 10:00 - 12:00

GOSH PANAMA 2022

How are we organized internally?

How do we relate to external people, networks, orgs?

How do we work together towards our goal of making open science hardware ubiquitous by 2025?

What are our governance goals?

To work together,
smarter and more
powerfully,
to reach our mission

As Jenny Molloy recapped this morning:

2016 - gather & write a manifesto
2017 - gather & write a roadmap
2018 - gather & put roadmap into action
2022 - gather & refocus on making open science hardware ubiquitous by 2025

To take action together, we have to first think about governance questions:

Who decides? (on what)
How do we decide?
How does information flow?

- Ted Rau, Many Voices One Song

Workshops at GOSH 2022:

- Everything Election
- Information Flows
- GOSH within?
- GOSH in the world

Ideally:

We will craft a governance document in a way that gives us not only the system we want now, but the ability to change it as GOSH evolves

You say you want a revolution

We say we want
a constitution.

Community Council Craft Table

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GOSH PANAMA 2022

Thank you!

On Saturday, we will share back everyone's feedback in the session called: "How We Hold Power Together"